



FOX 13/WTVT

Annual EEO Public File Report

Reporting Period:

October 1, 2020 – September 30, 2021

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WTVT IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: October 1, 2020 to September 30, 2021

Station's Comprising Station Employment Unit: Fox13 - WTVT - Tampa, FL

Section 1: Vacancy Information			
	Full-time Positions Filled by Job Title	Date of Hire	Recruitment Sources of Hire
1	Meteorologist / Reporter	11/09/20	NABJ
2	ELC / Technical Director	11/16/20	Former Employee
3	IT Maintenance Engineer	11/16/20	WTVT Website
4	News Producer	12/07/20	Former Employee
5	Associate Producer	01/19/21	Indeed.com **
6	Chief Photographer	03/02/21	Promotion
7	News Producer	03/22/21	Indeed.com **
8	Exec. Asst to GM	04/19/21	Promotion
9	Account Executive	06/01/21	Fox Career Site
10	News Editor	06/07/21	Employee Referral
11	Sales Coordinator	06/07/21	WTVT Website
12	Photographer	07/09/21	Employee Referral
13	FLX Account Executive	08/02/21	Linked-In
14	Maintenance Engineer	09/07/21	WTVT Website

Total Number of Persons Interviewed During Applicable Period: **120**

****Aggregate site**

Fox13news.com serves the community by providing the Tampa Bay area with the latest news, weather, and traffic information including breaking news, severe weather alerts and traffic reports. Through this vital and active tool, news and information is widely disseminated. Station information available on the website includes: internship program, employment opportunities listing, and the EEO Public File.

Fox13news.com has direct links to many national sites delivering over 8 million page views and nearly 3 million unique users per month.

Section 2: Recruitment Source Information

Recruitment Source (Company, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During this Period (If Any)	Full-time Positions For Which Source Was Utilized
Station Website www.fox13news.com 3213 W Kennedy Blvd Tampa, FL 33609 I. Sierra (813) 870-7132	11	ALL POSITIONS
Fox News Channel New York, NY (212) 301-5043 Chelsea Corkling www.foxnews.com	0	ALL POSITIONS EXCEPT 7, 8
FOX Careers Website www.foxcareers.com	17	ALL POSITIONS
MINORITY & WOMEN'S ORGANIZATIONS		
National Association of Black Journalists 490 – 1 st Avenue South St. Petersburg, FL 33701 (727) 893-8521 digdog@aol.com	2	All Positions Except 11, 12, 13
National Association of Black Journalists One Herald Place Miami, FL 33132 Terence Shepherd (954)764-7026 Tshep2@gmail.com	0	ALL POSITIONS
National Hispanic Media Coalition A. Nogales 55 S. Grand Avenue Pasadena, CA 91105 (626)792-6462 info@nhmc.org	0	ALL POSITIONS
Federation of Hispanic organization P.O. BOX 2915 Baltimore, MD 21224 info@hispanicfederation.org	0	ALL POSITIONS

Women in Film & Video 3628 12 th Street, NE Washington, DC 20017 M. Houghton (202)452-9550 info@womeninfilmmfl.org info@wif.org	0	ALL POSITIONS
Emma Bowen Minority Interest in Media Sandra Rice 212-664-3486 Michael.barham@nbcuni.com	0	ALL POSITIONS
TV Jobs/Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 Mark Halloway jobs@tvjobs.com	0	ALL POSITIONS
Medialine M. Shilstone P.O. Box 51909 Pacific Grove, CA 93950 (800) 237-8073 Medialine@medialine.com	0	ALL POSITIONS EXCEPT 14
Fullsail Center for the Recording Arts 3300 University Blvd Winter Park, FL 32792 407-551-2037x5615 Karen Trudeau ktrudeau@fullsail.com	0	4, 6, 7, 8, 14
Connecticut School of Broadcasting Coconut Palm Drive, Suite 105 Tampa, FL 33619 813-443-5307 Sking@gocsb.com tgrout@gocsb.com	0	

Central Florida Employment Council Paulette Weir 450 Seminole Blvd Casselberry, FL 32707 (407)834-4223 cfec@cfec.org	0	ALL POSITIONS
COLLEGES & UNIVERSITIES		
Florida A & M University Career Services 108 Tucker Hall Tallahassee, FL 32307 (850)599-3493 Yanela Gordan yjordan2005@yhoo.com Francine.huff@famu.edu	0	ALL EXCEPT 14
University of South FL – St. Petersburg Career Center 727-873-4114 careercenter@usfsp.edu ampeters@usfsp.edu fwpearce@usf.edu wayne.garcia@usfsp.edu	0	ALL POSITIONS
ADVERTISEMENTS		
SBE.Org	0	
Spots-n-Dots	2	13

In addition to the above recruitment source information, employment opportunities are sent to the Human Resources contact for each owned and operated Fox Television Stations nationwide in an effort to increase the opportunity for company internal promotions and expand the recruiting area.

WNYW / WWOR-TV 205 E. 67 th Street New York, NY 10065 R. Barranda	0	All positions
KTTV / KCOP-TV 1999 S. Bundy Drive Los Angeles, CA 90025 D. Rosas	0	All positions
WFLD / WPWR-TV 205 N. Michigan Avenue Chicago, IL 60601 S. Scott-Nathan	0	All positions
WTXF-TV 330 Market Street Philadelphia, PA 19106 'A. Pritchett	0	All positions
KDFW / KDFI 400 N. Griffin Street Dallas, TX 75202 N. Robles	0	All positions
WAGA-TV 1551 Briarcliff Road, NE Atlanta, GA 30306 R. Davis	0	All positions
KRIV / KTXH 4261 Southwest Freeway Houston, TX 77027 T. Rivers	0	All positions
WJBK 16550 W. Nine Mile Road Southfield, MI 48075 C. Smith	0	All positions
KSAZ-TV / KUTP 511 W. Adams Street Phoenix, AZ 85003 H. Hanson	0	All positions

WTTG / WDCA 5151 Wisconsin Ave NW Washington, DC 20016 M. Baker	0	All positions
KMSP-TV / WFTC 11358 Viking Drive Eden Prairie, MN 55344 K. O'Hara	0	All positions
WOFL / WRBW / WOGX 35 Skyline Drive Lake Mary, FL 32746 I. Morillo	0	All positions
KTBC 119 E 10 th Street Austin, TX 78701 L. Cordes	0	All positions
KTVU / KICU 2 Jack London Square Oakland, CA 94607 C. Nohr	0	All positions
WITI 9001 N. Green Bay Road Milwaukee, WI 53209 S. Scott-Nathan Julie Bednarek	0	All positions
KCPQ / KZJO 1813 Westlake Ave. N. Seattle, WA 98109 T. Rivers	0	All positions

In addition, the station conducted 88 interviews: 5 through employee referrals, 22 employee interviews, 25 interviews through agents, 22 from Indeed.com, 1 JobFox.com, 11 from LinkedIn.com, 1 from AAJA, and s1 from Academy of Radio & TV Broadcasting

Provide detailed description of each Supplemental Outreach Activity

Section 3: Supplemental Outreach Activities

1. (i) Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Our Stations regularly participate in local and national career/job fairs. Job Fairs provide applicants and potential candidates with the opportunity to learn about Fox Television Stations and the job opportunities and internship/mentoring programs available within our group. A list of current job openings and station contact information is available upon request. For this reporting period, WTVT participated in the following career job fairs on behalf of the group:

- Full Sail University held a virtual Career Fair on November 12, 2020. Representing the FTS O&O group were Iris Sierra, FTS Regional HR Director, Iraida Morillo, Human Resources Director-WOFL-WGOX.
- The Newhouse Recruitment Collective Career Fair was held on April 29, 2021. Representing the FTS O&O was Murphy Baker, Human Resources Director-WTTG-WDCA.
- Howard Foundation held a Virtual Coaching & Networking event on May 26, 2021. Re Representing the FTS O&O group were Iris Sierra, FTS Regional HR Director, Roselyn Barranda, Human Resources Director-WNYW-WWOR-NY, Nicole Robles, Human Resources Directors-KDFW-KDFI-Dallas and Bonnie Yuen, Human Resources Director-Fox Stations Sales.
- Emma Bowen Annual Career Fair - Emma Bowen Minority Interest in Media held a Virtual Career Fair – July 30, 2021. Attended and representing the FTS O&O group were Iris Sierra, FTS Regional HR Director, Roselyn Barranda, Human Resources Director-WNYW-WWOR-NY, Lily Kanigher, FTS HR Trainee.
- NABJ – THE National Association of Black Journalist held a Virtual Convention and Career Fair, on – August 18th - August 20th, 2021. Attended and representing the FTS O&O group were Iris Sierra, FTS Regional Human Resources Director, John Hoffman, VP/News Director-WTVT-Tampa, Roselyn Barranda, Human Resources Director-WNYW-WWOR-NY, Byron Harmon, VP/News Director- WNYW-WWOR-NY, Tracey Rivers, Human Resources Director-KRIV-KTXH-Houston, Jim Driscoll, VP/News Director-WTXF-Philadelphia. Regina Davis, Human Resources Director-WAGA-Atlanta, Erica Hill, VP/News Director-KTTV-KCOP-Los Angeles, Iraida Morillo, Human Resources Director, WOFL-WRBW-WOGX-Orlando, Nicole Robles, Human Resources Director-KDFW-KDFI-Dallas, Kate O'Hara, Human Resources Director-KMSP-WFTC-Minnesota, Heather Hanson, Human Resources Director, KSAZ-KUPT-Phoenix, Adrienne Pritchett, Human Resources Director-WTXF-Philadelphia.

- AAJA – The Asian American Journalist Association held a Virtual Convention & Career Fair, on August 24th - August 27th, 2021. Attended and representing the FTS O&O group were Iris Sierra, FTS Regional HR Director, Paul McGonagle, VP/News Director-WTTG-WDCB - DC Roselyn Barranda, Human Resources Director-WNYW-WWOR-TV, -NY, Murphy Baker, Human Resources Director-WTTG-WDCB, -DC, Nicole Robles, Human Resources Director – KDFW-KDFI, Dallas, Adrienne Pritchett, Human Resources Director – WTXF,- Philadelphia, Iraida Morillo, Human Resources Director-WOFL-WOGL-Orlando

2. (iv) Participation in at least four events sponsored by organizations representing groups in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.

WTVT is dedicated to community involvement and promoting higher education and diversity. Ongoing outreach efforts are supported by public speaking engagements by our staff which includes, but is not limited to schools, local college/universities, civic, non-profit organizations and community events.

Several News Employees participated in the Great American Teach-In in various schools in the Tampa Bay Area, Employee served as a speaker at the Poytner Institute regarding Journalism and storytelling.

News Employees speak and/or emcee numerous community sponsored events

- January 4, 2021, Craig Patrick, Political Reporter - Virtually Interview University of South Florida St. Petersburg Research Project – 2020 Election Cycle and the Future of Florida elections
- March 5, 2021, John Hoffman, VP News Director – virtual speaker at the University of South Florida Mass Communication Career.
- March 6, 2021, Cynthia Smoot, Anchor, Stirrup Hope Quantum Leap Farm Equine-assisted therapies for military service members and individuals with special needs
- On-going – Kevin O'Donnell, Sports Reports – participates at Hillsborough County Schools to Students of the Athletic Scholarship panel.
- November 13, 2020, Haley Hinds, Anchor/Reporter - Virtual Speaker at the University of Tampa Media Ethics Course Senior Level Communication Ethics in Communication

3. (v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Internship Program

WTVT/FOX13 continues to offer an academic credit internship program for college/university, junior, senior and graduate students. We also offer a travel stipend of \$15 a day. The students work approximately 21-24 hours per week and receive college credit upon successful completion of their internship. Students are evaluated at the end of the internship and the evaluations are submitted to their respective college or university. Generally, internships are available in the following departments: News (including Weather and Web News), Creative Services (including Promotions and Community Affairs) and Production.

Program Objectives:

- Provide students majoring in journalism, communications, media and related disciplines the opportunity to receive on-site exposure to and training from experienced television broadcast professionals who are in job positions to which students aspire.
- Provide students majoring in journalism, communications, and media and related disciplines the opportunity to garner practical application experience and exposure to a work environment in their desired career.
- Identify students for the Station's job applicant pool for employment opportunities.
- The Station regularly distributes internship information to colleges, universities, and other education programs either through email or by posting directly on the websites/list services as requested by the organization.

Eligibility Requirements:

- College junior and senior, and graduate students
- Must be in good academic standing and eligible to receive academic credits

The internship program is managed by Iris Sierra, Regional Human Resources Director and Michael Getter, Managing Editor. In this reporting year, we had a total of two (3) academic credit only interns.

News:	Interns
Web:	Interns

We accepted students from the following colleges/universities: (1) Florida State University
(2) University of South Florida

4. (vii) Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.

Emma L. Bowen Foundations for Minority Interests in Media, Inc.

Established in 1989, the Emma L. Bowen Foundation for Minority Interests in Media is a non-profit organization whose mission is to create career opportunities in the media industry for minority youth through a program that focuses on scholastic achievement, direct work experience and professional development. Students in the program work in media companies each summer and during school breaks, from high school through college. The students earn both wages and matching scholarship funds to be used for college tuition and related expenses. Over a period of up to five (5) years, the students experience numerous aspects of Company operations and develop professional and practical skills that will help prepare them for their careers, many of which begin at the companies where the students interned. Fox Television Stations have been a corporate partner in this program since its inception and two of the Company's executives are on the Foundation's Board.

Eligibility Requirements:

- Good academic standing and record
- Recommendation from principal, teachers and guidance counselors
- Interested in pursuing a career in media

WTVT is currently sponsoring one student.

5. (viii) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

WTVT encourages employees to apply for promotions for which they are qualified. In an effort to increase internal promotions, the station offers many internal cross-training opportunities. This enables the employees to acquire the necessary skills and experience needed to be considered for advancement opportunities. In this reporting period, the station has trained and promoted internally the following positions:

- Executive Asst to GM
- Chief Photographer

All employees are given access to Lynda an on-line training from management training to basics.

The Company offers an Educational Reimbursement benefits to all employees. Two employees took advantage of this benefit during this reporting period.

- 9/15/21 & 9/28/21 – Active Shooter & institutional awareness Training to the Staff
- BOX-101 training for the Staff
- Workday Expense T&E Training – 7/6/21
- The Station Conducts Quarterly virtual meeting updates for all departments

Engineering /IT/ Production/ Facilities:

- iTX Operations training – 2 Technicians in training to improve skillset. Training included Live Event training, troubleshooting and advanced operation system training.
- Director Training – 2 Directors in training to improve skillset as directors. Training included proper programming of ELC, Switcher functions and Chyron Workflow.
- Audio Workflow Training: - Advanced audio and system training. 5 production team member.
- Chyron training – 1 director, 3 technicians, 2 engineers, and 2 manager – Advanced system workflow and troubleshooting training on Chyron systems in PCR and Master Control.
- Dell EMC – Hardware and system training on the Virtual server system – 3 engineer.
- VM Ware – Advanced Virtual Machine training – 1 engineer and 1 IT in addition to last year's training
- VMWare / VNode vitalization training – 1 engineer/ 1 IT training on the deployment, creation, and management of virtual computer systems. Train the user training on use and operation of new systems.
- AWS Administrator – Virtual workstation and workflow training for 2 IT members.
- Box – Advanced admin training – 2 IT members.
- IT Server/Tanium training - 1 Engineers, 2 managers and 1 IT trained with HP technician on HP servers and Tanium deployment training.
- Neoti Monitor and Curio training – 5 Engineers, 4 managers and 1 director. Advanced training on installation, management, and repair of the Neoti seamless monitor wall systems.
- Cellular uplink training – 6 engineers News Gathering Cellular technology training on installation, configuration and operation. Trained on the proper use of equipment.

- HVAC Control and operation training – Train on troubleshooting and initial response for AC chiller system – 2 Engineers.
- N-95 and PPE training – 11 attended refresher training in Engineering, Facilities, and IT. Proper use and disposal of PPE equipment.
- Deep Cleaning/Electrostatic fogger operator training – 2 Engineers – Training on the proper use and operation of electrostatic fogging cleaning equipment and safety precaution.
- Weather system and RADAR Training – 1 Engineer - Advanced system training on Vipir, WSI, Livewrie, and weather display systems.
- Music License Reporting Training – 1 manager – Training on proper implementation and reporting of music used on air.
- Finance/Coupa/Workday Training – 5 managers and 5 engineers - Training on creation, workflow, and process' for the Operations and Capital projects.
- Finance Quote processes – Facility Engineer/ 4 managers– Training on proper procedures and understanding Sourcing processes and accessing Quote website systems (iManage). Operational training for adding vendors and getting quotes in the current system.
- Fixed asset verification training – 1 Facility engineer – proper procedures for verifying assets, adding and removing assets to our inventory lists.
- Continuing education – 3 managers. One attending college classes to improve skills (college credit hours). Two attending management improvement and training classes. (non-credit hours).
- Continuing education – 2 engineers. One attending college classes to improve IT skills (college credit hours). One attending training and skill building education classes (non-credit hours).
- Standards of Business Conduct Training: All staff.

FCC Compliance Training:

- Linear Accoustic – FCC Audio legalization training – 2 Engineers
- EAS (Emergency Alert System) Training – 5 engineers, 3 technicians, 2 managers – Training and overview of updated EAS rules and protocols. Training on proper deployment of Dasdec alerting system, LiveWire Crawl system, and Prime display system for playing out Emergency alert systems.
- Closed Captions - 5 engineers, 3 technicians, 2 managers – Training on proper use of closed captioning systems including insertion procedures and emergency implementation.
- Text To Speech – 2 engineers, 1 manager – Training on use and how to train the AI driven Voice to Text system that translate on air text-to-speech for the blind and visually impaired.
- ATSC 3.0, IP Audio and SMPTE 2110 training – 3 engineer, 3 technicians, 1 director, and 4 managers – Training on the Next-Gen Broadcast television standards, IP Audio, and Video over IP standards. Advanced training on implementing, operation, and deployment.

Sales Department

- “Anti-Trust Training” – November 11, 2020
- OTT vs Cable – 2/5/21
 - Sales Funnel – What is a Funnel?
 - Targets vs Prospects
- FLX Trade Desk Training - What Makes Us Different -3-8-21
- Clients’ Needs Analysis – 4/12/21
 - What are they and Why are they Important
 - Attribution Workflow and Sales Process
- Attribution Sales Training -6/25/21
- Auto Training with Tracy McCormick 8/9/21

- On-going AND EXTENSIVE Digital Training
- Kantar new Dashboard Training
- What is OTT- Definitions and Key Terms – 9/13/21
 - OTT Growth & Consumption, Who's Streaming in Tampa/Miami and What is FLX
 - Segment and Targeting, FLX Espanol , Pricing
 - What is Audience Attribution, Our Competition
 - FLX & Tubi, Selling Multi-Markets, Back Stage Walk Through

Finance Department

- Data Retention Tagging & Training – 2/24/21
- The Department Trained on new financial systems
- Administrative Assistant – completed course for Notary & various Microsoft learning courses

Human Resources Department

- Workday Weekly Training Video Calls – Ongoing for all FTS HR Directors to review and implement HR work processes and system updates.
- Weekly HR Support Calls – Ongoing for all FTS HR Directors in supporting colleagues with implementing work processes and station updates during the Covid pandemic and current events.
- FOX Corporation Compliance Training – Ongoing yearly for all staff employees on “Annual Compliance Certification,” “Anti-Bribery and Anti-Corruption,” Cyber Security-Phishing,” “Identifying Phishing Attempts,” “Anti-Trust Basics,”
- COVID Contact Tracing Demo – Kogniz tags

Corporate HR conducted several HR training workshops for all HRD's which included;

- “Pay Equity” – 7/19/21
- “EAP Program” – 7/19/21
- “Early Career Development” – 7/19/21
- “New Hire Experience” – 7/20/21
- “Navigating the Pandemic Aftermath & Return to Office” – 7/20/21
- “Diversity Recruiting” – 7/20/21
- “What's News in Employment Law” – 7/20/21
- “Upskilling–The Impact of COVID on America's Tomorrow-Ready Workforce” – 7/21/21
- “Campus Programming” – 7/21/21
- “Culture Change & How to Create an Inclusive Culture” – 7/21/21
- “Return to Office” – 7/22/21
- Learning & Development Custom Solutions” – 7/22/21

The Station has also held virtual Town-Hall meetings to the staff regarding the Company Benefits, and on-going issues with dealing with the Pandemic.

In addition, workshops and seminars are conducted through the Company's Employee Assistance Program (EAP) available for all employees. Various topics attended this reporting period included:

- “The Power of Positive Thinking” – March 18, 2021
- “Finding Your Resilience During Covid” –

Fox Stations Sales, an in-house national sales organization, maintains a program to train new sales account executives. This program consists of both coursework and hands-on training. At the end of the program, individuals are assigned to the Company's Television Stations and sales offices throughout the United States.